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### Contact DelaWELL

[www.delawell.delaware.gov](http://www.delawell.delaware.gov)

1-800-556-6106

EMAIL: [Employee.wellness@state.de.us](mailto:Employee.wellness@state.de.us)

### Alere®

<https://delawell.alerehealth.com>

1-866-674-9103

### Contact Statewide Benefits Office

[www.ben.omb.delaware.gov](http://www.ben.omb.delaware.gov)

1-800-489-8933 OR (302) 739-8331

## SPECIAL NOTE ON COVERAGE FOR ADULT DEPENDENTS AGE 21 TO 26

**Beginning July 1, 2011, adult dependents over age 24 may be covered under a parent's State of Delaware Group Health Insurance Plan (GHIP) until the end of the month they turn 26, as required by the Patient Protection and Affordable Care Act (PPACA), otherwise known as federal health care reform. The following dependents are eligible for coverage over age 24: son or daughter, stepchild, and adopted son or daughter.**

Eligible adult dependents who were dropped from coverage due to age or student status may now be enrolled during Open Enrollment - May 9-25, 2011 for coverage beginning July 1, 2011. The enrollment period will be extended to June 9, 2011 for members enrolling an adult dependent. Members enrolling during this extension must contact their Human Resources or Benefits representatives to complete the enrollment.

Coverage for adult dependents may be limited based on other employer coverage as defined in the policy adopted by the State Employee Benefits Committee entitled "Administration of Dependent Coverage to Age 26." If you are enrolled in an existing GHIP (First State Basic, Blue Cross Blue Shield of Delaware (BCBSDE) Comprehensive PPO, BCBSDE Blue Care HMO (IPA) or Aetna HMO) and will cover an adult dependent, the Adult Dependent Coordination of Benefits Policy applies as follows.

The adult dependent must enroll in the employer's coverage if:

- Your adult dependent is not a full-time student under age 24 and is employed full time,
- **AND** the employer offers health care coverage;
- **AND** the employer pays at least 50% of the premium for the least expensive, employee-only coverage.

**If the adult dependent is eligible for coverage through the parent's GHIP, you must complete an Adult Dependent Coordination of Benefits Form for any dependents who turned 21 prior to the end of 2010 and submit the form to your organization's benefits representative prior to June 9, 2011.**

**Note: This policy does not apply and no form is required if you enroll in either the BCBSDE CDH Gold plan or the Aetna CDH Gold plan as these plans are not grandfathered plans as defined by PPACA and cannot restrict enrollment based on other employer coverage.**

The Adult Dependent Coordination of Benefits Form must be submitted to your Human Resources or Benefits representative no later than December 1 for any adult dependent turning 21 during the calendar year, during each Open Enrollment and any time the adult dependent's employment or health care coverage situation changes.

The complete policy is available on the Statewide Benefits website: [www.ben.omb.delaware.gov/documents/cob](http://www.ben.omb.delaware.gov/documents/cob).

## Reminder! 2011 Open Enrollment: May 9 - May 25, 2011

### Go to the ePay Announcements Website where you can view;

- ✓ 2011 Open Enrollment Announcement Flyers
- ✓ WELLAWARE newsletters and much more at <http://omb.delaware.gov/epay/announcement.shtml>

More detailed information about your benefits can be found at [www.ben.omb.delaware.gov](http://www.ben.omb.delaware.gov). You are welcome to email us at [benefits@state.de.us](mailto:benefits@state.de.us) or call between the hours of 8 a.m. and 4:30 p.m. Monday through Friday at 302-739-8331 or toll free at 1-800-489-8933.

## Important DelaWELL Reminders for 2010-2011 Program Year



- **May 9 – 20, 2011** - Earn 2 Wellness Credits by attending an Open Enrollment Health Fair and registering at the DelaWELL information table.
- **May 31, 2011** is the last day for eligible members to earn Wellness Credits and qualify for the Silver Level (\$100) or Gold Level (\$200) Cash Incentive\*!

\*Employees who earn the incentive will receive a cash incentive paid in the July 15, 2011 paycheck. Non-Medicare Pensioners who earn the incentives will receive payment in their July 2011 pension check. Learn more about DelaWELL and ways to earn wellness credits by visiting the DelaWELL Health Portal at <https://delawell.alerehealth.com>. After you log in, click on "Program Overview" located on the left side of the screen under "DelaWELL Program Info." Have Questions? Please call (866) 674-9103.



## Feeling a little stressed lately?

Register today for DelaWELL University Onsite Health Seminar –  
Topic #7 "Stress Management"! Worth 3 Wellness Credits

To register for a date and location that is convenient for you, please visit the DelaWELL Health Portal at <https://delawell.alerehealth.com>. After you log in, click on the "DelaWELL University Onsite Health Seminars" link located on the left side of the screen.

At this seminar, you will learn:

- ✓ The impact and consequences of stress
- ✓ Human stress response
- ✓ The art of resiliency
- ✓ How to identify the problem
- ✓ Ways to reduce stress and relax
- ✓ How to change your mindset

## ARTHRITIS PAIN?

### May 2011 – Arthritis Awareness Month

The FREE Alere Musculoskeletal Pain (MSP) Condition Care Program has helped countless people reduce the pain, stiffness and anxiety that prevent them from doing the simplest things. We can help you, too.



A caring nurse specialist will work with you one-on-one by phone, online chat or secure email. Together, we'll review your doctor's treatment plan and create a personal "to do" list to help you stay on track. Plus, you'll receive information and tips about exercise, diet and stress – all important factors in managing arthritis pain. For more information, call (866) 674-9103 or go to <https://delawell.alerehealth.com>



## Motivation Station: Employee Spotlight

**"In the last year, I alone have lost over  
100 lbs by doing several things."**

**January 2010 – 342 lbs.**

**April 2011 – 237 lbs.**



**Melody Rose**  
**Sr. Social Worker**  
**DHSS - Laurel State Service Center**

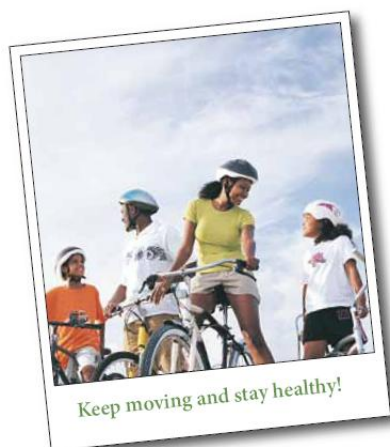
"I would like to tell you about my weight loss story and how it resulted in a building-wide healthy lifestyle change. Back in January 2010, my weight was 342 lbs. I decided it was time to change that. I no longer wanted to be the "fat girl" in the office. In the last year, I alone have lost over 100 lbs by doing several things, including attending the DelaWELL University Onsite "Weight Management" Seminar, attending the DelaWELL health screening, as well as completing the online wellness assessment, several of the online seminars, stress management program, and the Strive for 5 fruit and vegetable challenge. I also have used the health calculators and the gym membership discounts.

My weight now is 237 lbs. I now stay under a specific calorie intake, use a food diary to help with that, eat healthy (for the most part) and exercise on a daily basis. I haven't given up any foods that I like, I have just learned portion control and try to make healthier choices. About 6 months ago, I added Zumba to my regular exercise regimen because I needed something that was fun and would keep my interest. When my co-workers started to see the results I was getting and those participating in the DelaWELL seminars, many of my co-workers at DSS and now also DSSC at Laurel State Service Center decided it was time for them to get healthy. At our center, I now hold a Zumba class three times a week after work. DSSC holds a class that does walking/aerobic style during breaks as well. It has taken over the center, we have all become very health conscious and the results are amazing. Everyone is watching what they eat and are trying to incorporate a healthy lifestyle into their lives. Everyone is so enthusiastic about becoming healthier, and our team spirit has tripled. Our center has become a healthy and joyful place to be. As state workers, we are constantly giving of ourselves, and I am so happy our center has taken the time to do something good for themselves. It is not only working physically, but also mentally," Melody wrote.

**Has the DelaWELL program impacted your overall health? Do you have a success story that will encourage your co-workers along their path to wellness? If so, we would like to hear from you! Send us an e-mail at [Employee.Wellness@state.de.us](mailto:Employee.Wellness@state.de.us) for possible posting in upcoming editions of WellAWARE and on the DelaWELL website.**



## Get Moving Challenge



DelaWELL's **Get Moving Challenge** ends **May 15, 2011**. For more information and to log your activity in the **Get Moving Challenge**, click on the challenge banner when you visit the DelaWELL Health Portal at <https://delawell.alerehealth.com>. All challenge activity must be entered online **by May 25, 2011 to earn the 5 Wellness Credits**.

Even though the challenge is coming to an end, DelaWELL encourages you to keep your active, healthy lifestyle going! Regular physical activity has many benefits including reducing the risk of stroke and heart disease, diabetes and some cancers.

Here are tips to help you sneak in a little extra activity each day:

- Join in your favorite recreational activity with friends or family;
- Park the car farther away from your destination;
- Take the stairs instead of the elevator or escalator;
- Make household chores or yard work more vigorous;
- Take a brisk walk at lunch or break time; or
- Walk with family and pets after dinner.



## Cardiovascular Disease and Your Eyes

During American Heart Month, you'll probably hear a lot about protecting your heart and looking for signs of cardiovascular diseases like high blood pressure, heart disease and stroke. A trip to the eye doctor can also play an important role in identifying these diseases before symptoms show up elsewhere in the body, allowing for earlier, more effective treatment. Many of these conditions can also cause vision loss when not managed effectively.

### ***The Role of Eye Examinations in Detecting Cardiovascular Disease***

Early signs of heart disease can be detected by optometrists or ophthalmologists during preventive eye exams. Through careful examination of the retina, your eye doctor can view small changes in the blood vessels in the back of the eye, which can indicate more serious diseases.

In fact, the eye is the only area on the body where doctors have an unobstructed view of blood vessels in the human body. Recent advancements, such as digital retinal imaging, allow your eye doctor to quickly and painlessly detect and monitor blood flow in your retina.

### ***Diagnosing High Blood Pressure Through the Eyes***

Hypertension (high blood pressure) is known as a "silent" disease because its victims often lack symptoms. It affects approximately 65 million Americans, and only 34% of them have it under good control.\* During a comprehensive eye examination, your eye doctor checks for many subtle changes in the retina resulting from high blood pressure, a condition also known as hypertensive retinopathy. If your eye doctor sees these changes, he or she will work with your primary care doctor to ensure you receive appropriate and timely treatment.

### ***Vision Loss Due to Cardiovascular Diseases***

Some cases of hypertensive retinopathy can be sight threatening. Vision loss can occur when blood obstructs the retina, the eye is deprived of oxygen or the macula (central part of the eye) swells. Obstruction of the arteries and blood vessels in the retina can be temporary or permanent and can cause vision loss when a blockage disrupts blood flow in the eye.

### ***A Healthy Cardiovascular System Means Healthier Eyes***

The same risk factors that can indicate or lead to heart damage are also harmful to the eyes. Smoking, obesity and high cholesterol levels put both your heart health and your sight at risk. Exercising, maintaining a proper weight and eating a heart healthy diet rich in omega-3s, antioxidants and soluble fiber will help improve both heart and eye health. (Consult with your doctor before engaging in any exercise or diet program.)

And don't forget to visit your eye doctor annually or as recommended by your eye care professional. He might just tell you something you didn't know about your heart.

**Source: \*National Institutes of Health.**



## Healthy Recipe

### mini blueberry cornmeal muffins



For a brunch or an after-school snack, these delicious little muffins are sure to be gobbled up quickly.

Takes Under 30 minutes

Makes 24 mini muffins

#### INGREDIENTS

- No-stick cooking spray
- 1 1/4 (175 g) cups all-purpose flour
- 3/4 cup (120 g) yellow cornmeal, preferably stoneground
- 2 tablespoons sugar
- 2 teaspoons baking powder
- 1/4 teaspoon salt (you can omit this)
- 1 cup (240 ml) low-fat (1 %) milk
- 2 egg whites, lightly beaten
- 1/4 cup (2 oz/60 g) unsweetened applesauce
- 3/4 cup (75 g) fresh or frozen blueberries (do not thaw frozen berries)

#### PREPARATION

1. Preheat oven to 375°F (190°C). Lightly spray 2 mini muffin pans with cooking spray.
2. In a mixing bowl, whisk together flour, cornmeal, sugar, baking powder and salt (if using it).
3. In a large glass measuring cup, stir together milk, egg whites and applesauce until combined.
4. Add milk mixture to the dry ingredients. With just a few strokes, stir to blend. Do not overmix. Stir in blueberries.
5. Spoon batter into the prepared pans, filling the cups nearly full.
6. Bake until the tops are golden brown, about 15 minutes.

#### NUTRITIONAL INFO PER SERVING

53 Calories
0.2g Fat
0g Saturated fat
1.5g Protein
11g Carbohydrate
0.6g Fiber
57mg Sodium

For more great healthy recipes, visit the DelaWELL Health Portal at <https://delawell.alerehealth.com>



## EMPLOYEE HEALTH & FITNESS MONTH MAY 2011



### The Fitness Guru Says...

### Question of the Month: What is “Employee Health & Fitness Month” and how can I get involved?

Dear Employee,

Employee Health & Fitness Month (EHFM), which is held every May, is an international and national observance of health and fitness in the workplace. The goal of EHFM is to promote the benefits of a healthy lifestyle to employees through worksite health promotion activities and environments.

One of the many great benefits we have as State of Delaware employees is the DelaWELL Health Management Program. No matter where you are in your current state of health, DelaWELL has something for everyone. To learn more about the program’s offerings, visit the DelaWELL Health Portal at <https://delawell.alerehealth.com>. After you log in, click on “Program Overview” located on the left side of the screen under “DelaWELL Program Info.”

This month, DelaWELL staff challenges all employees to try the following:

- **Create Healthy Moments** - Examples include: taking your online Wellness Assessment; going for a lunchtime/break time walk or participating in a local 5K Run/Walk event; cooking a healthy meal; participating in a fitness class; quitting smoking; scheduling a preventive health screening with your doctor.
- **Form a Healthy Group** - Examples include: walking group; fitness class; healthy recipe or healthy lunch groups.
- **Develop a Healthy Project** - Examples include: organizing a worksite fitness event; implementing a “take the stairs, instead of the elevator” campaign; putting together a healthy brown bag luncheon for co-workers; establishing a healthy snack club.

**We would love to hear from you! Please email DelaWELL staff at [Employee.Wellness@state.de.us](mailto:Employee.Wellness@state.de.us) and let us know what healthy moments, groups or projects you have done to promote health and fitness in your workplace.**

**Let’s Work Together To Make Healthy A Norm!**

*Best of Health!*

*F.G. (a.k.a. Fitness Guru)*